

# Americans For Homeopathy Choice Fou

Executive Director / CEO

EIN 830833598

DC · NTEE E60

FY ending 2024-12-31

June 9, 2026

This analysis benchmarks the total compensation of **Paola Brown, Executive Director / CEO** (\$61,200) against **every comparable organization** that fit the selection criteria — **44** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59<sup>th</sup>** percentile of comparable organizations within the typical range

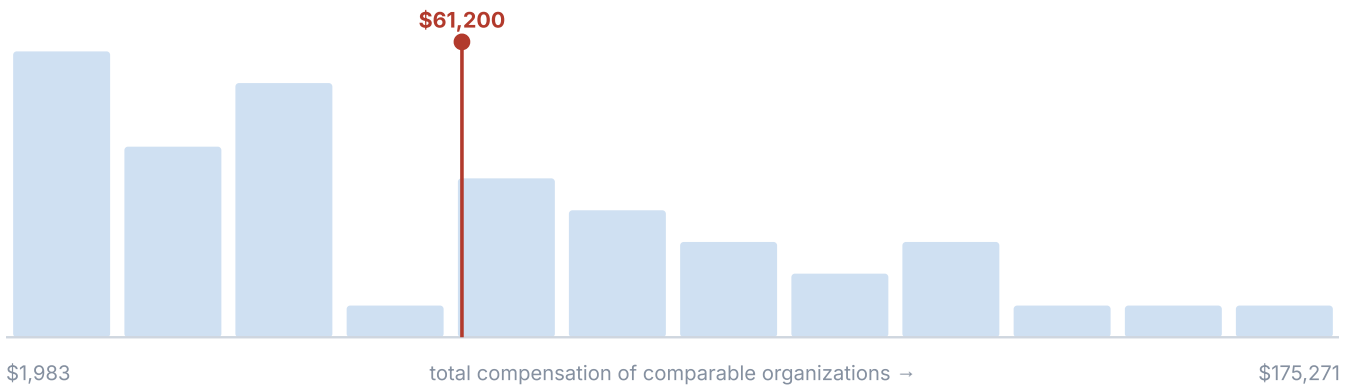
**Benchmarked executive:** Paola Brown — reported title “CEO”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (E60).
BUDGET	Total revenue between \$114,562 and \$256,483 — 0.67x to 1.50x the subject's \$170,989 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (E60), nationwide + budget 0.67–1.5x revenue.

**44** organizations qualified on sector, size, and geography → **44** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$8,255	\$18,812	\$45,219	\$81,650	\$123,235	\$61,200
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to DC cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Medical Loan Closet Of Henderson</a>	NC	\$172,846	Executive Di	\$30,500	<b>\$35,913</b>	2024
<a href="#">A Thousand Joys Inc</a>	CA	\$172,864	Ceo	\$100,000	<b>\$98,401</b>	2024
<a href="#">My Medic Training And Response</a>	UT	\$175,591	President	\$34,991	<b>\$40,811</b>	2024
<a href="#">Tip It Forward</a>	KY	\$163,364	Exec Dir And	\$53,858	<b>\$65,939</b>	2024
<a href="#">Spanish Health Ministry Inc</a>	PA	\$180,035	President	\$54,354	<b>\$60,176</b>	2025
<a href="#">Wyoming Health Resources Network Inc</a>	WY	\$182,881	Executive Director	\$22,500	<b>\$27,456</b>	2024
<a href="#">The Institute For Poetic Medicine</a>	CA	\$182,926	President/ceo	\$43,830	<b>\$43,129</b>	2024
<a href="#">Jpatible Inc</a>	FL	\$158,267	Director	\$42,308	<b>\$45,292</b>	2024
<a href="#">Thriving4life Inc</a>	TN	\$183,897	President	\$85,000	<b>\$101,816</b>	2024
<a href="#">Foundation For Healthy Floridians</a>	FL	\$157,311	Ceo	\$47,890	<b>\$51,268</b>	2024
<a href="#">E4 Project Inc</a>	CO	\$190,089	Cofounder/pr	\$67,000	<b>\$75,374</b>	2023
<a href="#">Eric Paredes Save A Life Foundation</a>	CA	\$149,486	Co-executive Director	\$44,563	<b>\$45,146</b>	2023
<a href="#">Sharing Down Syndrome Arizona Inc</a>	AZ	\$195,195	Executive Director	\$36,504	<b>\$41,188</b>	2023
<a href="#">Volunteer For Dental</a>	MI	\$143,036	Executive Director	\$63,370	<b>\$74,537</b>	2024
<a href="#">Fringe Public Health</a>	MD	\$200,125	Executive Dir.	\$15,600	<b>\$17,111</b>	2023
<a href="#">Als United Inc</a>	OR	\$201,910	President	\$170,004	<b>\$175,271</b>	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Keralty Compassionate Communities Inc</a>	FL	\$203,000	General Manager	\$147,674	<b>\$158,090</b>	2024
<a href="#">Vermont Donor Milk Center Inc</a>	VT	\$203,515	Executive Di	\$13,000	<b>\$15,351</b>	2023
<a href="#">Lowcountry Equine-assisted Psychotherapy</a>	SC	\$208,547	Executive Director	\$102,375	<b>\$125,303</b>	2023
<a href="#">Southeastern Massachusetts Emergenc</a>	MA	\$129,000	Medical Dire	\$4,500	<b>\$4,608</b>	2024
<a href="#">Cross Keys Equine Therapy</a>	VA	\$214,752	Executive Director	\$13,000	<b>\$14,726</b>	2023
<a href="#">Honoring Choices Virginia Inc</a>	VA	\$127,137	Executive Of	\$26,546	<b>\$29,209</b>	2024
<a href="#">Erle And Emma White Hospice Endowment Trust</a>	TX	\$217,002	Trustee	\$6,228	<b>\$7,309</b>	2023
<a href="#">Oregon Community Brokerages</a>	OR	\$217,743	Executive Director	\$114,852	<b>\$118,411</b>	2025
<a href="#">Allpaths Family Building Inc</a>	MA	\$218,148	Executive Director	\$74,700	<b>\$78,754</b>	2023

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to DC cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to DC cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT **44** organizations. Compensation range \$1,983–\$175,271; filing years 2023–2025.

SIZE BASIS Matched on total revenue (\$170,989); for reference, expenses \$171,832 and assets \$318,562.

**ROLE MATCH** Paola Brown, reported title "CEO", benchmarked as Executive Director / CEO. The title maps directly to this role.

**RELATED-ORG PAY** 5 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	64 <sup>th</sup>
Reportable pay only (column D), adjusted	61 <sup>st</sup>
All sources (D + E + F), adjusted	48 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Paola Brown) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 44 similarly situated organizations (Same NTEE sector (E60), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$61,200 is reasonable (approximately the 59<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.